



APPRENTICESHIP: WORKS FOR WISCONSIN.
WORKERS FOR YOU.



AGENDA

- Introduction to Apprenticeship
- Apprenticeship in Wisconsin
- Reasons to Train Apprentices
- Apprenticeship by the Numbers

What is an Apprentice?



Apprentice (uh-pren-tis) noun, verb.

—Noun

One bound by legal agreement to work for another for a specific amount of time in return for instruction in a trade.

—Verb

1. To place with an employer or master craftsman, for instruction in a trade.
2. To serve as an apprentice: "She apprenticed for five years under a journeyworker electrician."

History of Apprenticeship

- Apprenticeship has produced highly skilled craftsmen for more than 4,000 years



medieval period



pre-industrial era



present day

Wisconsin's Role in Apprenticeship

- Nation's 1st apprenticeship law: 1911
 - Objectives:
 - Provide industry with skilled labor
 - Provide career opportunities for youth
 - Protect those who enter apprenticeship
- Vocational school system created for related classroom instruction
- Model for national system

What is Registered Apprenticeship?

- Employer sponsored flexible training program
 - Contract specifies training & performance
 - Apprentice earns progressive wage
 - Journeyworker(s) provide on-the-job training
 - Industry instructors lead classroom (theory) training
 - Apprentice works toward journeyworker status
- Regulated by the state

On-the-Job Training

Supervised, structured on-the-job training

- Provided by the sponsor
- The job is primary component of apprenticeship
- 90% of training is learned on the job
- Written standards govern the on-the-job training
- Work must be supervised by skilled journeyworker



Classroom Training

Related (classroom) Instruction

- Theoretical and technical, as required by WI law
- Primarily through Wisconsin's Technical Colleges
- Employer pays apprentice's normal wage while attending
- Apprentice pays for tuition & books



Apprenticeship Credential

- Average time to completion: four years
- Formal credential upon completion
 - Journeyworker skill level
 - Recognized nationwide
 - Portable nationwide
- 39 credits towards AAS degree



Apprenticeship Sponsors

- Sponsors agree to:
 - Plan, administer & fund training
 - Abide by state & federal apprenticeship regulations
 - Form a three-way contract



A large industrial factory interior with a high ceiling and complex structural beams. In the foreground, a man wearing safety glasses and a dark blue shirt is working on a large, curved metal component. To his right, there are stacks of materials, possibly insulation or wiring. In the background, another worker is visible, and the factory floor is filled with various equipment and materials. The lighting is bright, coming from overhead fixtures.

Why do 2,000 Wisconsin employers use
apprenticeship to train?

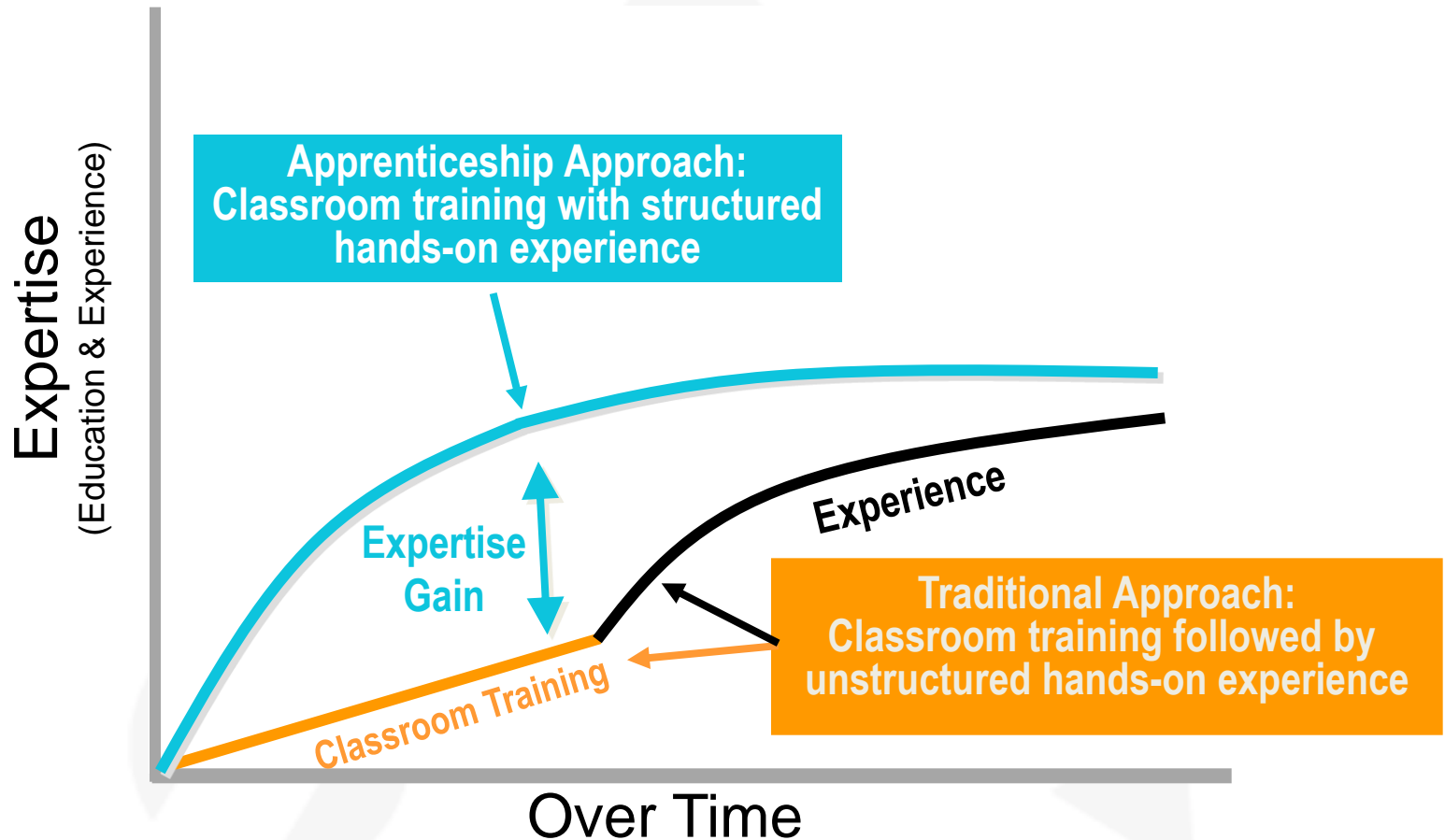
Why Choose Apprenticeship?

- Attract Better Applicants
 - Apprentice applicants want a career, not just a job – they are motivated to succeed.
- Instill Your Company's Values
 - Your apprenticeship program is based on how your company works and is grounded in your company's values.

Why Choose Apprenticeship?

- More Loyal Employees
 - Apprenticeship fosters retention and loyalty, helping to reduce turnover.
- More Knowledgeable Workforce
 - Structured learning on the job and in the classroom.
 - Brings new techniques & ideas into the company.

Apprenticeship expedites expertise!



Why Choose Apprenticeship?

- Benefit from Skilled Workers
 - Structured method to upgrade or standardize skills of existing workforce
 - You build employees to skills you need
- Replenish Your Skilled Workforce
 - Capture expertise of your experienced skilled employees before they leave
 - Proactively address issues of aging workforce

Why Choose Apprenticeship?

- Increase Safety
 - More skilled, more knowledgeable workers make fewer mistakes
 - Fewer mistakes result in fewer accidents
- Increase Productivity
 - Employees trained to your needs will work smarter and more efficiently, which increases productivity

Why Choose Apprenticeship?

- Become More competitive
 - Training through apprenticeship gives you an edge in productivity
 - A more productive company is more competitive
- Earn a Return on Your Investment
 - For every \$1 spent training apprentices, you earn \$1.50 in return

Benefits to Apprentice

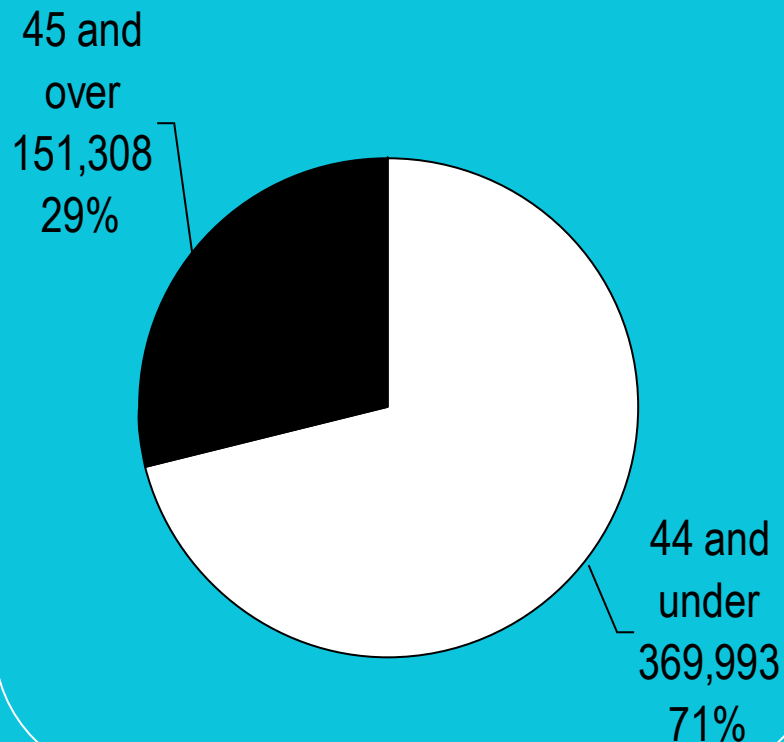
- Learn skilled trade while earning good wage
- Gain lifetime skill and comprehensive knowledge of trade
- Portable credential – skills are transferrable across employers, regions, states
- Clear path for upward mobility
- Vets may qualify for VA educational benefits

A large industrial factory interior with a high ceiling and complex steel structure. In the foreground, a man wearing safety glasses and a dark blue shirt is working on a large, curved metal component. To his right, there are stacks of materials. In the background, another worker is visible, and a sign with the text "PW041" is hanging from the ceiling. The overall scene depicts a busy manufacturing environment.

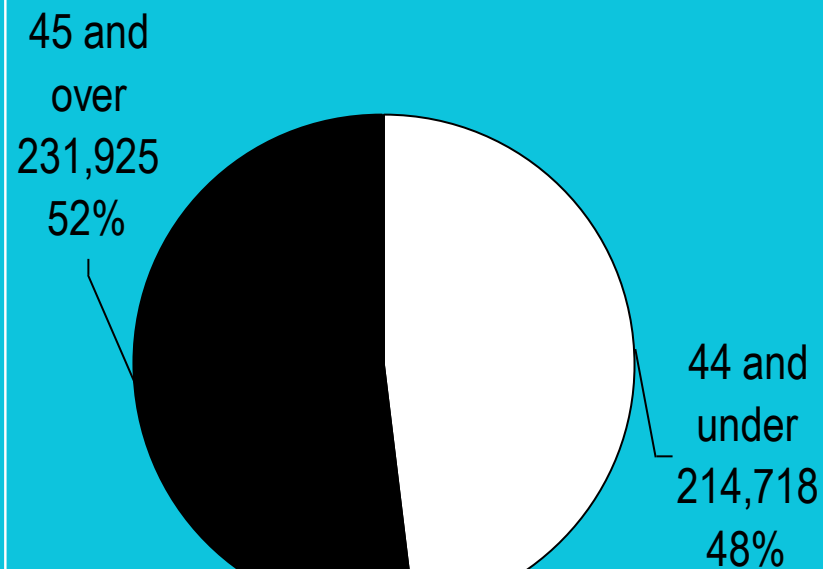
Why is apprenticeship training
important to you, right now?

AGE OF MANUFACTURING WORKERS

in 1991



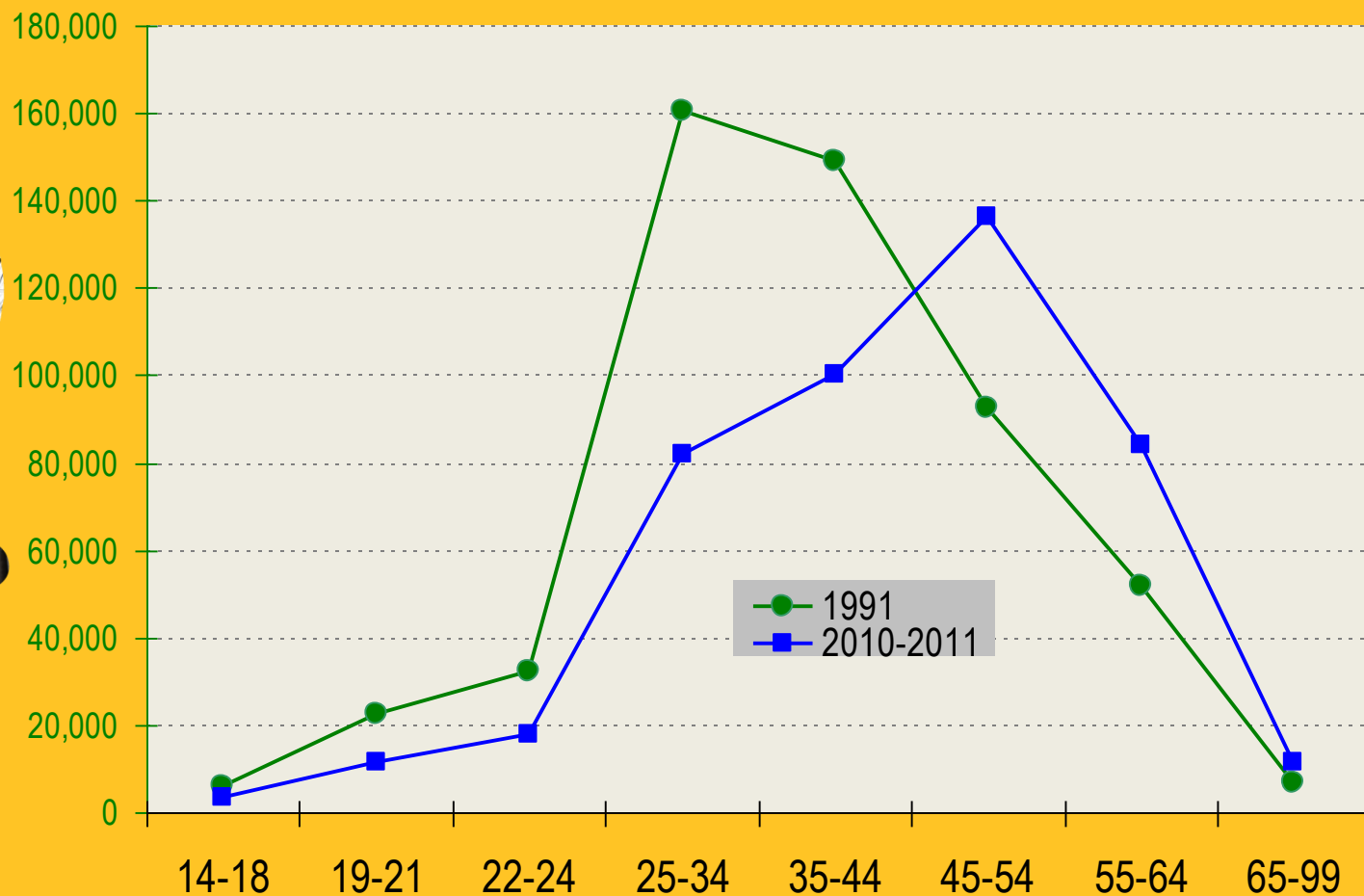
in 2011



Source: Census Bureau, Quarterly Workforce Indicators 2010 Q4 – 2011 Q3

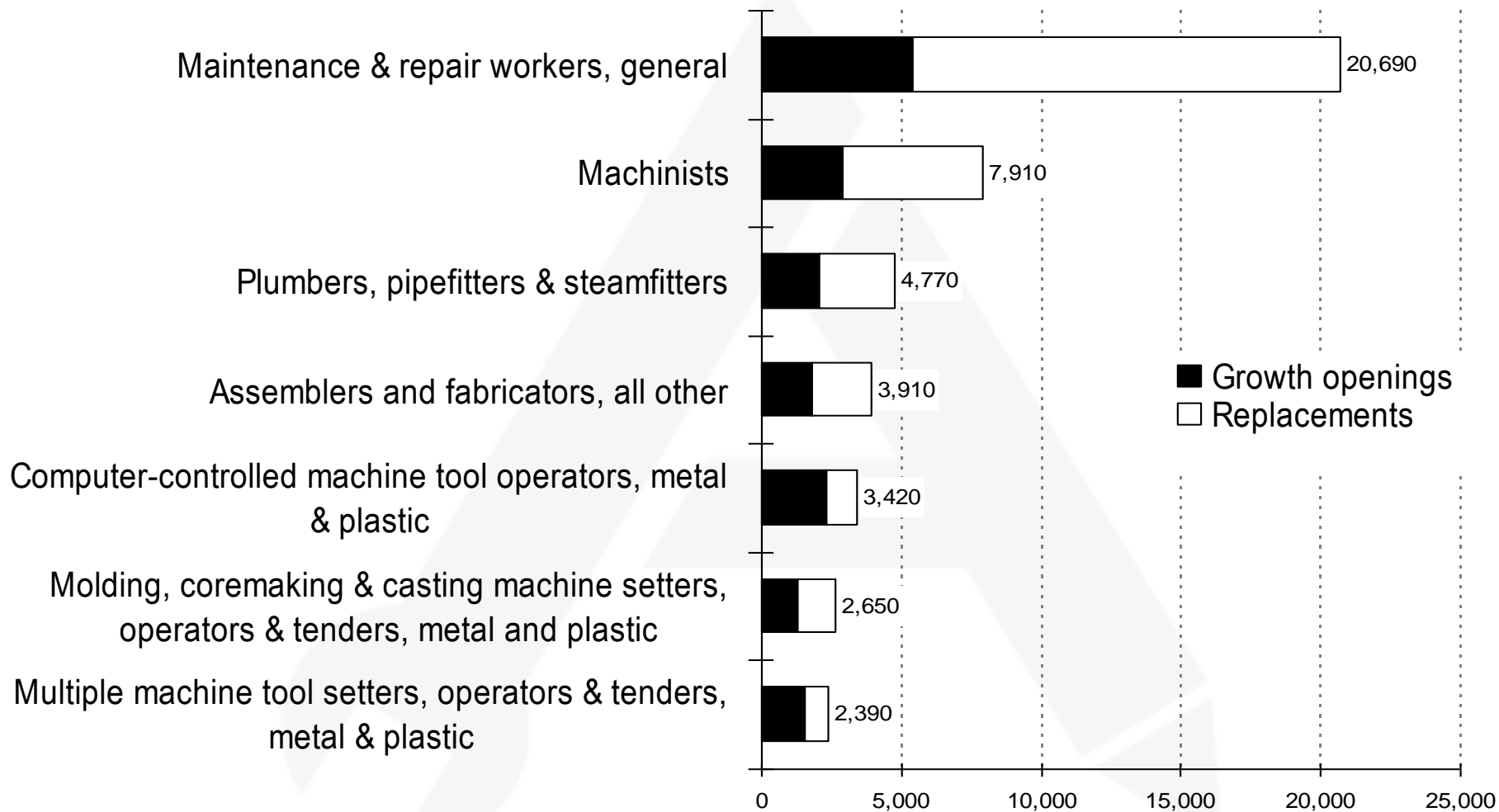


Manufacturing Employment by Age Cohort in 1991 and in 2010-2011



Sources: Census Bureau Quarterly Workforce Indicators 2010 Q4 – 2011 Q3

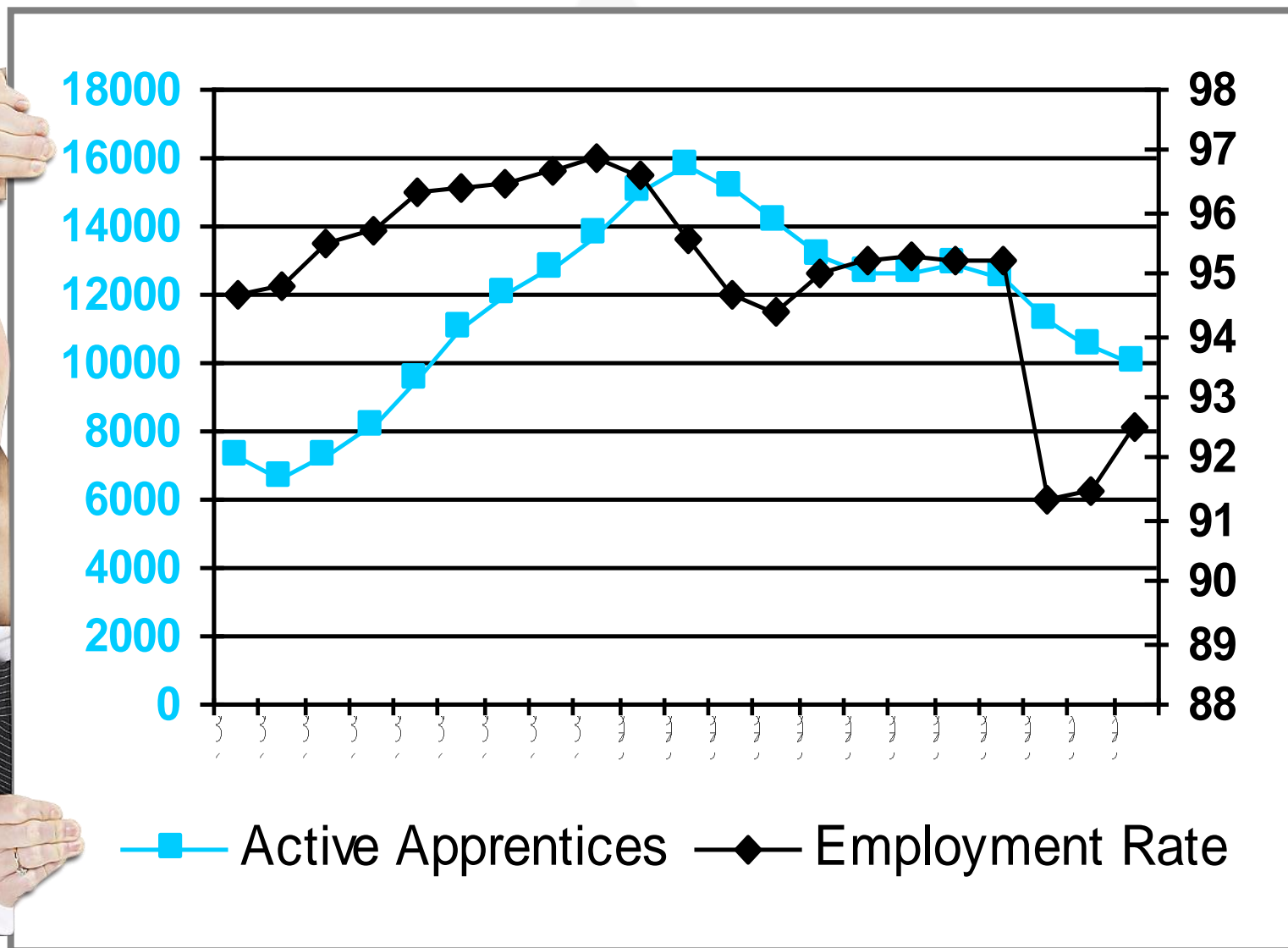
Total Projected Job Openings 2010-2020 in Occupations with Manufacturing-Related Apprenticeships



Source: WI DWD OEA Projections, BLS Projections



Apprenticeship Follows Economy



Apprenticeship Earning Potential

Four-year Degree vs Apprenticeship

Bachelor's Degree



A non-resident UW-Madison
undergrad student will

SPEND
\$48,000

on tuition and fees

Apprenticeship



An average apprentice in
a typical WI trade will

EARN
\$161,000

not counting health & other benefits

Your Information Sources

www.wisconsinapprenticeship.org

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Thank you for your interest in
WISCONSIN APPRENTICESHIP

